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Securities code: 2935

May 9, 2025

(Start date of measures for electronic provision: May 2, 2025)

**To Shareholders with Voting Rights:**

Naoji Kageyama  
President and Representative  
Director  
PICKLES HOLDINGS CO., LTD.  
7-8 Higashisumiyoshi,  
Tokorozawa-shi, Saitama, Japan

**NOTICE OF  
THE 3rd ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Dear Shareholders:

We would like to express our appreciation for your continued support and patronage.

We hereby inform you that the 3rd Annual General Meeting of Shareholders of PICKLES HOLDINGS CO., LTD. (the “Company”) will be held as described below.

In convening this General Meeting of Shareholders, the Company has taken measures for electronic provision and posted the matters subject to electronic provision on the following website on the Internet.

The Company’s website: <https://pickles-hd.co.jp/en/>

In addition, they are also posted on the following website.

Tokyo Stock Exchange’s website:

<https://www2.jpx.co.jp/tseHpFront/JJK020010Action.do?Show=Show>

Please access the above website, enter the company name or securities code to search for the Company, select “Basic information” and then “Documents for public inspection/PR information” to view the materials.

If you are not attending the meeting in person, you can exercise your voting rights in writing or via the Internet, etc. Please refer to the Reference Documents for the General Meeting of Shareholders to exercise your voting rights by 6:00 p.m. on Tuesday, May 27, 2025, Japan time.

**1. Date and Time:** Wednesday, May 28, 2025 at 10:00 a.m. Japan time

(The reception will open at 9:30 a.m.)

**2. Place:** Exhibition Room No.2, 5F, Entrance Hall,  
Muse Tokorozawa Civic Cultural Centre,  
1-9-1 Namiki, Tokorozawa-shi, Saitama, Japan

**3. Meeting Agenda:**

- Matters to be reported:**
1. The Business Report and Consolidated Financial Statements for the Company’s 3rd Fiscal Year (March 1, 2024–February 28, 2025) and results of audits by the Accounting Auditor and the Audit & Supervisory Board of the Consolidated Financial Statements
  2. Non-consolidated Financial Statements for the Company’s 3rd Fiscal Year (March 1, 2024–February 28, 2025)

**Proposal to be resolved:**

**Proposal :** Election of six (6) Directors

- When attending the meeting in person, please submit the enclosed Voting Rights Exercise Form at the reception desk of the meeting venue.
- If any changes are made to the matters to be provided electronically, details of such changes will be posted on the websites on which they are posted.
- Of the matters to be provided electronically, those listed below are posted on the said websites in accordance with provision of the relevant laws and regulations and the Company's Articles of Incorporation, and are therefore not included in the materials in paper format delivered to shareholders. The Audit & Supervisory Board Members and the Accounting Auditor have performed audit on the documents subject to audit including the following matters.
  1. Matters Relating to the Status of the Group, Principal Places of Business
  2. Matters Relating to Share Acquisition Rights
  3. Matters Relating to Accounting Auditor
  4. Systems to Ensure the Appropriateness of Business Operations and the Operating Status of Such Systems
  5. Basic Policy Regarding the Control of the Company
  6. Policy Regarding the Determination of Dividends of Surplus, etc.
  7. Consolidated Statement of Changes in Equity
  8. Non-consolidated Statement of Changes in Equity
  9. Notes to Consolidated Financial Statements
  10. Notes to Non-consolidated Financial Statements
- A part of the proceedings of the General Meeting of Shareholders (business report only) will be video-recorded for subsequent distribution via the Internet. We will announce it on our website when the video becomes available.

Please note that there will be no gifts for shareholders who attend the General Meeting of Shareholders. We deeply appreciate your understanding.

## Reference Documents for the General Meeting of Shareholders

### Proposal and References

**Proposal:** Election of six (6) Directors

The terms of all eight (8) Directors will expire at the conclusion of this General Meeting of Shareholders. With the aim of expediting the management's decision-making, the Company proposes to reduce the number of Directors by two (2) and elect six (6) Directors.

The candidates for Director are as follows:

No.		Name	Gender	Current positions and responsibilities at the Company	Attendance at the Board of Directors meetings during the current fiscal year
1	[Reappointment]	Masahiro Miyamoto	Male	Chairman and Representative Director	100%
2	[Reappointment]	Naoji Kageyama	Male	President and Representative Director	100%
3	[Reappointment]	Toru Mishina	Male	Managing Director General Manager, Accounting and Finance Division	100%
4	[Reappointment]	Kenichiro Miyakoshi	Male	Director	100%
5	[Reappointment] [Outside] [Independent]	Yoriko Hagino	Female	Director	100%
6	[Reappointment] [Outside] [Independent]	Tokubei Tanaka	Male	Director	100%

No.	Name (Date of birth)	Career summary, positions and responsibilities in the Company and significant concurrent positions	Number of shares of the Company held
1	Masahiro Miyamoto (March 29, 1962) (Male)  [Reappointment]	<p>April 1984      Joined Tokai Tsukemono Seizo Co., Ltd.</p> <p>December 1990      Seconded to PICKLES CORPORATION</p> <p>February 1999      Transferred to PICKLES CORPORATION</p> <p>January 2002      General Manager, Production Management Division, PICKLES CORPORATION</p> <p>May 2002      Director, PICKLES CORPORATION (current position)</p> <p>January 2005      General Manager, Production Management Division and General Manager, Development Office, PICKLES CORPORATION</p> <p>May 2005      Managing Director, PICKLES CORPORATION</p> <p>February 2007      General Manager, Sales Headquarters and General Manager, Development Office, PICKLES CORPORATION</p> <p>May 2013      President and Representative Director, PICKLES CORPORATION</p> <p>May 2022      Chairman and Representative Director, PICKLES CORPORATION</p> <p>September 2022      Chairman and Representative Director, the Company (current position)</p>	74,800
<p>[Reason for nomination as candidate for Director]</p> <p>Mr. Masahiro Miyamoto has served in various areas of the Group including production management, product development and sales. He also has abundant experience in corporate management, including as President and Representative Director of PICKLES CORPORATION from May 2013, Chairman and Representative Director of the same from May 2022, and as Chairman and Representative Director of the Company since September 2022.</p> <p>The Company nominated him as candidate for Director because it judged that he would contribute to the sustained growth of the Group by utilizing his experience he gained through his career.</p>			

No.	Name (Date of birth)	Career summary, positions and responsibilities in the Company and significant concurrent positions	Number of shares of the Company held
2	Naoji Kageyama (September 19, 1959) (Male)  [Reappointment]	<p>April 1983      Joined Tokai Tsukemono Seizo Co., Ltd.</p> <p>November 1984      Seconded to PICKLES CORPORATION</p> <p>February 1999      Transferred to PICKLES CORPORATION</p> <p>April 1999      General Manager, Product Development Department, PICKLES CORPORATION</p> <p>May 1999      Director, PICKLES CORPORATION</p> <p>June 2000      General Manager, Sales Division, PICKLES CORPORATION</p> <p>May 2001      Managing Director, PICKLES CORPORATION</p> <p>June 2002      General Manager, Sales Headquarters, PICKLES CORPORATION</p> <p>February 2007      General Manager, Production Management Division, PICKLES CORPORATION</p> <p>May 2020      Representative Director and Senior Managing Director, PICKLES CORPORATION</p> <p>May 2021      Vice President and Representative Director, PICKLES CORPORATION</p> <p>May 2022      President and Representative Director, PICKLES CORPORATION (current position)</p> <p>September 2022      President and Representative Director, the Company (current position)</p> <p>[Significant concurrent positions] President and Representative Director, PICKLES CORPORATION President and Representative Director, PICKLES CORPORATION NISHINIHON</p>	124,120
<p>[Reason for nomination as candidate for Director]</p> <p>Mr. Naoji Kageyama has served in various areas of the Group including product development, sales and production management. He also has abundant experience in corporate management, including as Representative Director and Senior Managing Director of PICKLES CORPORATION from May 2020, Vice President and Representative Director of the same from May 2021, President and Representative Director of the same since May 2022, and as President and Representative Director of the Company since September 2022.</p> <p>The Company nominated him as candidate for Director because it judged that he would contribute to the sustained growth of the Group by utilizing his experience he gained through his career.</p>			

No.	Name (Date of birth)	Career summary, positions and responsibilities in the Company and significant concurrent positions	Number of shares of the Company held
3	Toru Mishina (August 28, 1962) (Male)  [Reappointment]	<p>April 1986      Joined Chisan Co., Ltd.</p> <p>August 2001    Joined PICKLES CORPORATION</p> <p>April 2007      General Manager, Accounting Division and General Manager, Finance Division, PICKLES CORPORATION</p> <p>May 2011       Director, PICKLES CORPORATION (current position)</p> <p>February 2016   General Manager, Accounting and Finance Division, PICKLES CORPORATION</p> <p>May 2021       Managing Director, PICKLES CORPORATION</p> <p>September 2022 Managing Director, General Manager, Accounting and Finance Division, the Company (current position)</p>	15,300
<p>[Reason for nomination as candidate for Director]</p> <p>Mr. Toru Mishina has abundant experience and a number of achievements in accounting and finance of the Group. The Company nominated him as candidate for Director because it judged that he would contribute to the sustained growth of the Group by utilizing his experience he gained through his career.</p>			
4	Kenichiro Miyakoshi (May 10, 1964) (Male)  [Reappointment]	<p>April 1987      Joined Tokai Tsukemono Seizo Co., Ltd.</p> <p>September 1987 Seconded to PICKLES CORPORATION</p> <p>February 1999   Transferred to PICKLES CORPORATION</p> <p>January 2002    General Manager, Development Department, Production Management Division, PICKLES CORPORATION</p> <p>April 2016       Assistant General Manager, Sales Division, PICKLES CORPORATION</p> <p>January 2020    General Manager, Development Office, PICKLES CORPORATION</p> <p>May 2020       Director, PICKLES CORPORATION</p> <p>October 2021    General Manager, Merchandise Development Division, PICKLES CORPORATION (current position)</p> <p>September 2022 Director, the Company (current position)</p> <p>May 2023       Managing Director, PICKLES CORPORATION (current position)</p> <p>[Significant concurrent position] Managing Director, General Manager, Merchandise Development Division, PICKLES CORPORATION</p>	22,000
<p>[Reason for nomination as candidate for Director]</p> <p>Mr. Kenichiro Miyakoshi has abundant experience and a number of achievements in the Group in areas including product development. The Company nominated him as candidate for Director because it judged that he would contribute to the sustained growth of the Group by utilizing his experience he gained through his career.</p>			

No.	Name (Date of birth)	Career summary, positions and responsibilities in the Company and significant concurrent positions	Number of shares of the Company held
5	Yoriko Hagino (August 20, 1942) (Female)  [Reappointment] [Outside] [Independent]	June 1990 Director, Cosmo Koki co., ltd. May 1996 Director, Hanno Seisakusho Co., Ltd. December 2002 Responsible Director, Religious Corporation No-nin-ji (current position) May 2005 President and Representative Director, Hanno Seisakusho Co., Ltd. (current position) May 2015 Director, PICKLES CORPORATION February 2016 Substitute Representative Director, Religious Corporation No-nin-ji September 2022 Director, the Company (current position)  [Significant concurrent position] President and Representative Director, Hanno Seisakusho Co., Ltd.	4,000
[Reason for nomination as candidate for Outside Director and the role the candidate is expected to fill] Ms. Yoriko Hagino has abundant experience and high expertise gained through her long career in corporate management. The Company nominated her as candidate for Outside Director because it expects her to oversee the management of the Group from an objective standpoint by utilizing her experience she gained through her career.			
6	Tokubei Tanaka (April 20, 1952) (Male)  [Reappointment] [Outside] [Independent]	April 1979 Joined CENTRAL INTERNATIONAL CO., LTD. April 1986 Executive Vice President, CENTRAL INTERNATIONAL CO., LTD February 1997 President and Representative Director, CENTRAL INTERNATIONAL CO., LTD (current position) May 2020 Director, PICKLES CORPORATION September 2022 Director, the Company (current position)  [Significant concurrent position] President and Representative Director, CENTRAL INTERNATIONAL CO., LTD	200
[Reason for nomination as candidate for Outside Director and the role the candidate is expected to fill] Mr. Tokubei Tanaka has abundant experience and high expertise gained through his long career in corporate management. The Company nominated him as candidate for Outside Director because it expects him to oversee the management of the Group from an objective standpoint by utilizing his experience he gained through his career.			

- Notes: 1. The Company has no special interest with the candidates.
2. Ms. Yoriko Hagino and Mr. Tokubei Tanaka are candidates for Outside Director.
3. Ms. Yoriko Hagino and Mr. Tokubei Tanaka will have served as Outside Director for two (2) years and nine (9) months at the conclusion of this General Meeting of Shareholders.
4. The Company has entered into a limited liability contract with Ms. Yoriko Hagino and Mr. Tokubei Tanaka. The maximum amount of liability under the contract is stipulated as the amount provided for in the relevant laws and regulations. If Ms. Yoriko Hagino and Mr. Tokubei Tanaka are reelected, the Company plans to continue the contract with them.
5. The Company has registered Ms. Yoriko Hagino and Mr. Tokubei Tanaka as Independent Directors as provided for under the rules of the Tokyo Stock Exchange. If Ms. Yoriko Hagino and Mr. Tokubei Tanaka are reelected, the Company plans to continue to register them as Independent Directors.
6. Ms. Yoriko Hagino and Mr. Tokubei Tanaka had been non-executive directors (Outside Directors) of PICKLES CORPORATION, a subsidiary company.

7. The Company has entered into a directors and officers liability insurance contract with an insurance company to cover damages to be borne by the insured that arise from litigation costs and compensation claimed by third parties. If the candidates are appointed as Director, they will be included in the insured under the contract. The Company plans to renew the insurance with the same content at the next renewal.



[Reference] Skills Matrix

The matrix below represents the areas in which each Director is expected to exert his/her expertise and experience in particular.

Name	Position	Expertise and experience expected							
		Management in general	Sales	Production & quality control	Development & research	Finance & accounting	Personnel & human resource development	Legal & compliance	Sustainability
Masahiro Miyamoto	Chairman and Representative Director	○	○	○	○				
Naoji Kageyama	President and Representative Director	○	○	○	○				
Toru Mishina	Managing Director					○	○	○	
Kenichiro Miyakoshi	Director			○	○				○
Yoriko Hagino	Outside Director	○							
Tokubei Tanaka	Outside Director	○							

Note: The above does not show all the expertise and experiences possessed by each Director.